

December 6, 2024

**Hiring Standard Wages** for employees (revised in October,2024)  
**including the staffs working at the sites/assigned buildings**

Shin-ei's wage system in accordance with **the legal minimum wage revision** in October,2024 is as follows.

In addition, the basic **retirement age** will be **75 years old** for the employees who have greatly contributed to the company.

And the retirement age may be over 75 years old for the employees who have specially approved by the president.

On the other hand, the policy of “ **rewarding those who work hard** “ is strengthened and by enhancing **order incentive**(3%~5% of the profit of the received orders) and **work incentive** (1%~1.5% of the profit of responsible building's annual contract work), we will increase the employee's individual income.

Also, **extra charge** will be paid for the skilled employees working for special tasks (changed from outsourcing) on Saturdays and Sundays.

Hiring depends on the experience, qualifications and age.

At the same time, as we are handling a lot of building management work for embassies, foreign and international companies, we welcome the people who like English.

And also, we welcome the people who enjoy singing in company chorus club.

1. Cleaning staff

- (1) Under 65 years: Hourly wage (1,300yen/hr), Monthly wage(225,000yen/month)
- (2) 65 years or older: Hourly wage (1,250yen/hr), Monthly wage(217,000yen/month)
- (3) 70 years or older: Hourly wage (1,200yen/hr), Monthly wage(208,000yen/month)

2. Building manager/administrator/facility staff

- (1) Under 65 years: Hourly wage (1,420yen/hr), Monthly wage(246,000yen/month)
- (2) 65 years or older: Hourly wage (1,390yen/hr), Monthly wage(241,000yen/month)
- (3) 70 years or older: Hourly wage (1,360yen/hr), Monthly wage(236,000yen/month)

3. Engineer(Candidate for site/building manager , Experienced and qualification holders are welcome.)  
280,000 yen/month ~ 350,000/month or more(depending on experience, qualifications and age)
4. Sales, technical and administration related staff(depending on experience, qualifications and age)
  - (1) Sales, technical, building management related staff
    - ① Under 65 years: 300,000 yen/month~400,000 yen/month
    - ② 65 years or older: 5 to 10% less than above
    - ③ 70 years or older: 5 to 10 % less than above ②
  - (2) General office staff
    - ① Under 65 years: 250,000 yen/month~280,000yen/moth
    - ② 65 years or older: 5 to 10% less than above
    - ③ 70 years or older: 5 to 10 % less than above ②
5. The above wages at branch offices can be considered to be **proportional to the minimum wage**, with Tokyo set at 100.
  - ① Sapporo(87%)
  - ② Sendai(84%)
  - ③ Nagoya(93%)
  - ④ Osaka(96%)
  - ⑤ Hiroshima(88%)
  - ⑥ Fukuoka(86%)